



## *Behavioral Health Administration*

# Eastern State Hospital Chief Executive Officer



The Chief Executive Officer will help lead the overall strategic direction at Eastern State Hospital (ESH) and serve as an essential member of the Behavior Health Administration Executive Leadership Team.

#### **SALARY RANGE**

\$175,000 - \$195,000 annually



# Department of Social and Health Services

*Our Mission is "Transforming Lives"*

The Department of Social and Health Services celebrated its Golden Anniversary in 2020, marking 50 years as Washington's largest state agency. DSHS employs over 15,000 people, has a biennial operating budget of \$16.7 billion and provides critical services for nearly 2 million Washingtonians. DSHS contracts with over 80,000 local government, private and nonprofit contractors to deliver these services, and operates over 140 field offices and 12 state-run facilities throughout Washington.

DSHS provides and coordinates crucial services for individuals and families who are most in need of help weathering life's storms. Statewide, DSHS administers programs such as food and cash assistance, long-term care, services for people with intellectual and developmental disabilities, and mental health treatment for people in state-operated psychiatric hospitals as well as those with criminal justice involvement and waiting to receive competency evaluation and restoration services. DSHS serves nearly 30% of all Washington households, and nearly one-third of all services are delivered to children.



## OUR VALUES ARE:

**Honesty and Integrity:** Leadership and service require a clear moral compass.

**Pursuit of Excellence:** It is not enough to get the job done, we must always challenge ourselves to do it better.

**Open Communication:** Excellence requires teamwork and a strong team is seen, heard and feels free to contribute.

**Diversity and Inclusion:** Only by including all perspectives are we at our best and only through cultural competency can we optimally serve our clients.

**Commitment to Service:** Our challenges will always exceed our financial resources, our commitment to service must see us through.



## OUR AGENCY IS GUIDED BY SIX STRATEGIC PRIORITIES

*Each priority is a critical pillar to transforming lives.*

DSHS works with individuals of all cultures, abilities and identities. We believe each person we serve deserves to feel welcomed and accepted when accessing our services. Our agency is organized into five direct service administrations and two support areas:

- Aging and Long-Term Support Administration
- Behavioral Health Administration
- Developmental Disabilities Administration
- Division of Vocational Rehabilitation
- Economic Services Administration
- Facilities, Finance and Analytics Administration
- Office of the Secretary

## Guide to our administrations.

(showing size and scope of work)

As a department we are tied together by a single mission: *to transform lives.*

Each administration within DSHS has a refined focus on this mission.

NUMBER OF DSHS STAFF

**15,000+**

NUMBER OF DSHS CLIENTS

**1,826,015**

### FACILITIES, FINANCE AND ANALYTICS

STAFF  
**924**

### BEHAVIORAL HEALTH ADMINISTRATION

STAFF  
**3,862** CLIENTS  
**2,891**

### DIVISION OF VOCATIONAL REHABILITATION

STAFF  
**310** CLIENTS  
**20,665**

### ECONOMIC SERVICES ADMINISTRATION

STAFF  
**3,732** CLIENTS  
**1,746,741**

### DEVELOPMENTAL DISABILITIES ADMINISTRATION

STAFF  
**3,750** CLIENTS  
**64,130**

### AGING AND LONG-TERM SUPPORT ADMINISTRATION

STAFF  
**2,253** CLIENTS  
**92,643**

### OFFICE OF THE SECRETARY

STAFF  
**461**

#### DEVELOPMENTAL DISABILITIES ADMINISTRATION

Supports people with intellectual and/or developmental disabilities and their families to get services and supports based on need and choice.

#### FACILITIES, FINANCE AND ANALYTICS

Provides the necessary stewardship of the department's physical, financial and intellectual resources by safeguarding the resources needed to care for and support our clients.

#### BEHAVIORAL HEALTH ADMINISTRATION

Supports sustainable recovery, independence and wellness through funding and delivering effective prevention, intervention and treatment services for youth and adults with mental health conditions and their families.

#### DIVISION OF VOCATIONAL REHABILITATION

Provides unemployment services and counseling to individuals with disabilities who want to work but experience barriers due to physical, sensory and/or mental disability.

#### ECONOMIC SERVICES ADMINISTRATION

Works to build a Washington without poverty and injustice by helping children, adults, and families weather the storms of life through various programs. A national leader in providing poverty reduction services to nearly 1.8 million people in our state. We provide tools and resources to build well-being including cash grants, food and medical assistance, employment-focused services, refugee assistance, disability determinations and child support collection.

#### AGING AND LONG-TERM SUPPORT ADMINISTRATION

Supports seniors and people with disabilities living with good health, independence, dignity, and control over decisions that affect their lives.

#### OFFICE OF THE SECRETARY

Supports the success of all programs within the agency through technology services, human resources, equity, diversity, and inclusion, Indian policy, communications, innovation and strategy, public records requests and many more critical central services.

## We stand as an anti-racist agency.

At DSHS, it is our social responsibility to dismantle structural racism wherever it presents itself in our work, for staff and clients.

Our staff have already propelled the agency's equity, diversity and inclusion efforts in motion. We build on this work through a three-year anti-racism action plan that will shape our budget, leadership diversity, training and culture.



## ■ BEHAVIORAL HEALTH ADMINISTRATION

The Department of Social and Health Services' (DSHS) Behavioral Health Administration (BHA) transforms lives by supporting sustainable recovery, independence and wellness. We do this through supporting effective prevention and intervention services for youth and families as well as treatment and recovery services for people with addiction and behavioral health needs. BHA operates three state psychiatric hospitals, the Special Commitment Center, and the Office of Forensic Mental Health Services that deliver high-quality services to adults and children with complex needs.

BIENNIAL (TWO-YEAR) BUDGET

**\$1.2 Billion**

TOTAL EMPLOYEES

**3,800+**

## ■ EASTERN STATE HOSPITAL

Established in 1891, Eastern State Hospital (ESH) is a 367-bed adult inpatient psychiatric hospital located 20 miles southwest of Spokane in the City of Medical Lake, Washington. The hospital provides evaluations, competency restoration, and inpatient treatment for individuals with serious or long-term mental illness from 20 counties in Eastern Washington.

Eastern State Hospital is certified by the Centers for Medicare and Medicaid Services, and accredited by The Joint Commission (TJC). TJC accreditation is recognized nationwide as a symbol of quality that reflects our commitment to meeting patient care and safety goals, and quality standards.

At Eastern State Hospital (ESH), you can be part of a team that transforms the lives of the people we serve by providing an integrated care approach – medical, behavioral, and social. Our therapeutic practice is evidence-based and person-centered empowering patients to become active participants in their journey toward recovery.

## ■ WASHINGTON THE EVERGREEN STATE

**Washington state** consistently ranks among the best states to live in the nation. Nestled in the upper left-hand corner of the Pacific Northwest, our region offers a multitude of year-round indoor and outdoor activities. We have lakes, rivers, the Pacific Ocean, ancient forests, majestic mountains and rolling prairies that are home to some of the best geology, geography and agriculture in the world. We have opportunities for boating, fishing, clamming, hiking, camping, crabbing and winter sports, and are home to world-class amateur and professional sports teams, including the newest National Hockey League franchise. Washington

residents also enjoy a broad spectrum of cultural activities, including several symphony orchestras, theatres, art and history museums as well as rich and renowned dining experiences.

Spokane is Eastern Washington's largest metropolitan center and one of the largest cities in the state. Located along the Spokane River, the city lies only 20 miles from the Washington-Idaho border and about 280 miles east of Seattle. Spokane is the economic and cultural center of this regional metropolitan area. The affordable cost of living, quality school systems and vibrant arts and culture scene are just a few of the characteristics that entice new residents.

### MISSION:

To transform lives through dedication to the wellness of individuals, their families and the community through behavioral health intervention, treatment and education.

### VISION:

People are healthy because we provide safe treatment and recovery resources. Communities are safe because of the services we provide. People in our care and custody are safe and supported. Taxpayer resources are guarded.

### VALUES:

Compassion and Hope  
Safety and Concern for Others  
Teamwork and Stewardship  
Transparency, Integrity and Respect  
Quality and Innovation





## ■ THE OPPORTUNITY

The Chief Executive Officer (CEO) of Eastern State Hospital supports the Department of Social and Health Services (DSHS) mission to transform lives through communication, problem solving, and decision making. As an essential member of the Behavioral Health Administration (BHA) executive leadership team, you will be responsible for the overall strategic direction, compliance, safety, community relationships, and oversight of Eastern State Hospital (ESH).

Reporting to the Assistant Secretary of BHA, the CEO works to enhance a positive work environment, foster effective working relationships, and demonstrate skills in mitigating risk for the agency while providing health and safety protections for patients and staff.

The CEO controls an annual budget and leads ongoing capital improvement projects, contracts for patients and facility services, as well as Information Technology improvement projects.

## ■ PRIMARY PRIORITIES

- Oversee and implement hospital policies and procedures
- Guide a cohesive team committed to best practices
- Lead team members who administer hospital programs and supervise hospital staff
- Communicate and collaborate with organized labor
- Maintain accreditation, licensure, and quality standards of The Joint Commission (TJC), CMS standards and Washington State Department of Health
- Fiscal management of the biennial hospital budget in collaboration with financial management, clinical, and administrative department heads
- Align hospital services with other DSHS administrations, local hospitals, other state mental health hospitals, community mental health programs and Behavioral Health Administrative Service Organizations (BH-ASOs)
- Maintain working relationships with public safety organizations; state and local government officials; city and county prosecutors' offices, local colleges and universities, community agencies and the public media; reviews written correspondence to family members, local citizens and constituent services

## ■ EDUCATION AND EXPERIENCE

- Bachelor's degree or higher with major study in business or public administration, psychology, human services, political science or other related field
- At least 10 years of institutional/facility leadership and management experience
- Five years of supervisory experience



## ■ COMPENSATION AND BENEFITS

The annual salary range for the Chief Executive Officer is \$175,000- \$195,000. In addition, the Department of Social and Health Services offers a generous Executive Management benefit package that includes:

- **Retirement and Deferred Compensation** – We help you prepare for life after your career by offering an excellent retirement plan, which includes employer contributions. In addition, you may participate in the Deferred Compensation Program for a tax-deferred retirement investment.
- **Medical, Dental and Vision Insurance** – you and your family can choose from several medical and dental plans. The state's employee premiums make high-quality medical coverage affordable, and the state pays 100% of employees' dental premiums.
- **Life and Long-term Disability Insurance** – basic life and long-term disability insurance at no cost to you, with the option to purchase additional supplemental insurance coverage with very low premiums.
- **Annual Leave** – 14-25 days of vacation per year.
- **Holidays** – 11 paid holidays.
- **Sick Leave** – 12 days per year.
- **Relocation Assistance**

### For additional information or questions contact

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## ■ APPLICATION AND PROCESS

We would like to hire for the Chief Executive Officer no later than February 2022.

Applicant material received by December 27th, 2021 will be given guaranteed consideration. Applicants deemed to have the most relevant demonstrated experience will be contacted for further interview and selection.

To be considered, please submit a chronological resume and cover letter describing your interest and experience related to this job to [Jourdan.Kovacs@dshs.wa.gov](mailto:Jourdan.Kovacs@dshs.wa.gov) or apply directly to: [www.careers.wa.gov](http://www.careers.wa.gov) (#2021-11351).



Per Governor Inslee's [Proclamation 21-14 \(Download PDF reader\)](#) state employees must be fully vaccinated no later than Oct. 18, 2021. Your vaccine status will be verified at New Employee Orientation. Please note medical or religious accommodation may be available, once an offer of employment is made.

